CONCORDIA UNIVERSITY

BOARD OF GOVERNORS

CONCORDIA EMPLOYEE BENEFITS COMMITTEE

Minutes of the meeting held December 14, 1984

ATTENDANCE: Mr. R.L. Grassby, Chairman, Prof. L. Bessner Ms. A. Kerby, Prof. G. Martin, Mr. B. Smart, Miss S. O'Reilly, Ms. E. Gardham, Miss D. Johnson, Mr. L. Perkins and Mr. L. Dixon and Mr. J. Lefebvre of William M. Mercer Ltd.

REGRETS: Mr. M. Bourgault, Mr. R. Groome and Prof. H. Ladd

Minutes of the meetings of November 16, 1984 and November 23,1984

Mr. Smart proposed a motion to approve the minutes of the meetings held November 16th and November 23rd 1984. The motion was seconded by Prof. Martin and unanimously carried.

Report to the Board on Past Service:

The Chairman noted he had an item to add to the agenda. The Board has requested a report on Past Service for the meeting of next week, Prof. Martin and I have prepared the report which I will read to you now and you can make comments as you see fit. Ms. Kerby asked if the words "for this year" or "for 1985" could be added to the report. Prof. Martin indicated this was not really necessary as it is pretty obvious the report refers to this year. Mr. Smart noted if we don't have enough money in the pot he would be in favour of delaying implementation until we can afford it. Prof. Martin interjected that he didn't think this committee had any real option but to implement the final step next year since this committee is not likely to reverse itself. Prof. Martin suggested that "By the end of this Academic Year" would be good terminology.

The Chairman asked if all members were in agreement? There were no dissenters. The text of the report is Appendix A of the minutes.

Health Insurance - Follow-up:

Mr. Dixon circulated a document which is a summary of the health benefit changes including psychologists, speech therapists and physiotherapists broken out as requested.

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Health Insurance - Follow-up: con't

Miss Johnson asked if a referral was required for the non-medical practitioners. Mr. Dixon replied that a referral was only required for masseurs.

Mr. Dixon noted that the cost of the improvements only is 6.5% or $18,000. The Insurance company needs an 8.8% increase just to break even but Confederation Life has cut their margin for deficit recovery in half from 6.7% of premiums to 3.4%

They want an increase of 12.5% , previously they wanted 15%. Status quo equals 112.5% and improvements equal 118.7%.

The Chairman noted that we should have two motions; one to determine if the committee is in favour of making the benefit adjustments which total $18,000. and a second to determine if we should increase the annual deductible.

Mr. Smart proposed a motion to accept the proposed changes in the Health Plan, excluding the change in the deductible. The motion was seconded by Ms. Kerby and unanimously carried.

The Chairman called for a motion moving the deductible up to $35.00. Prof. Martin proposed a motion to increase the deductible to $35.00, the motion was seconded by Ms. Kerby and carried.

Prof. Bessner noted that the details of the new package should be circulated to members as soon as possible.

Mr. Smart asked if we need a motion relating to the premium increase. Mr. Dixon noted that the cost of the increase is $41,000. per year for an annual premium of $322.000.

Prof. Martin proposed the motion to accept the premium increase subject to reviewing the mathematics in the office. The motion was seconded by Prof. Bessner and carried. The report distributed at the meeting is included as Appendix B of the minutes.

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Dental Plan - Follow-up:

Mr. Dixon presented a report on dental insurance which reflects the cost effect if Quebec withdraws dental services for children compared to the cost of a plan if they continue.

A lengthy discussion relating to procedure ensued and several options were discussed including negotiations, community surveys and information meetings.

It was decided that for the next meeting the administration will pull together a package it can support, Mr. Smart and Ms. Kerby will prepare something for the non-academic group and at the next meeting we will determine our course of action.

Next Meeting - January 18, 1985:

The Chairman asked if there were any other matters requiring a vote as he had to leave. Miss Johnson asked if it would be possible to postpone the next meeting until January 18th, 1985. This data was acceptable to all members present.

Prof. Martin chaired the balance of the meeting.

Group Personal/Group Auto Insurance:

Mr. Dixon presented a report on the Group Personal insurance that is available. The full text of the review is included as Appendix C of the minutes.

Electronic Funds Transfer System:

Miss Johnson noted that it had become common practice for trust companies to transfer pension payments directly into the bank accounts of the members. National Victoria & Grey Trust (our custodians) have agreed to survey our pensioners to determine if they wish to have their monthly payments transferred directly to their bank account. Those who participate will receive a letter showing their gross pension and regular monthly deductions. They will also be advised of changes in deductions by letter from the Trust company. This method of payment prevents postal delays and difficulties which would normally be encountered in the event of a postal strike.

The meeting adjourned at 2:15 p.m.

Respectfully submitted,

Dawn Johnson

Dawn Johnson, Secretary,
Concordia Employee Benefits Committee